

# **Richardson Independent School District**

## **Wallace Elementary**

### **2023-2024 Campus Improvement Plan**



**Board Approval Date:** October 12, 2023

# Mission Statement

The Wallace community will promote a safe, engaging, and enriching environment; value respect, diversity, and growth; and empower ALL students for success.

## Vision

*Every Child. Every Teacher. Every Leader. Every Day.*

## Value Statement

*Integrity-Inspiration-Inclusiveness-Innovation*

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Wallace Elementary is located in a small community in the southeast of Richardson ISD in Dallas, TX. Wallace has 586 students and 61.3 staff members. 100% of our teachers hold a Texas teaching certification. Our student-to-teacher ratio is 13:1 We have a special education and Pre-K program on our campus.

The demographics of our school population are:

- 25.77% Hispanic
- 35.3% White
- 17.41% African American
- 17.58% Asian
- 3.92% Other
- 55.46% Male
- 44.54% Female
- 55.8% Economically disadvantaged
- 33.7% Emergent Bilingual students

The demographics of our staff are: (source 2022 TAPR)

- 5720 Total staff
- 69% Professional Staff
- 8% educational Paraprofessionals
- 23% Auxiliary staff
- 67% White
- 15% Hispanic
- 12% African American
- 4% Asian
- 1% other
- 79% female
- 21 % Male
- 43.6% 0-5 Years experience

- 20.4% 6-10 Years experience
- 24.2% 11-20+ Years of experience

# Student Achievement

## Student Achievement Summary

ADD STAAR DATA

Count of StudentID	MetGrowth				
StudentGrade	Teacher	Course	No	Yes	Grand Total
01	Hogg, Virginia M.	Math K-12	7	16	23
01	Pearson, Ellen P.	Math K-12	15	5	20
01	Schisler, Tamera E.	Math K-12	12	7	19
02	Glover, Charquel	Math K-12	2	14	16
02	Hockensmith, Brooke A.	Math K-12	16	5	21
02	Rogers, Sherri D.	Math K-12	9	8	17
02	Stone, Rachel E.	Math K-12	10	9	19
03	Hale, Mallory K.	Math K-12	24	16	40
03	Purcell, Abigail B.	Math K-12	29	11	40
04	McGrath, Brittany T.	Math K-12	18	24	42
04	Platt, Ashley	Math K-12	28	12	40
05	Sebastian, Amy N.	Math K-12	58	18	76
06	Sanjuan, Melody A.	Math K-12	37	42	79
KG	Dejohn, Lauren E.	Math K-12	6	8	14
KG	Hicks, Mallory S.	Math K-12	7	9	16
KG	Ponder, Katherine J.	Math K-12	2	18	20
KG	Woods, April N.	Math K-12	8	12	20
Grand Total			288	234	522

Count of StudentID	MetGrowth				
StudentGrade	Teacher	Course	No	Yes	Grand Total
01	Hogg, Virginia M.	Reading	5	18	23
01	Pearson, Ellen P.	Reading	10	10	20
01	Schisler, Tamera E.	Reading	12	7	19
02	Glover, Charquel	Reading	6	7	13
02	Hockensmith, Brooke A.	Reading	10	11	21
02	Rogers, Sherri D.	Reading	6	11	17
02	Stone, Rachel E.	Reading	11	7	18
03	Krejci, Michelle	Reading	21	19	40
03	Raine, Emma R.	Reading	23	15	38
04	Schmidt, Sarah K.	Reading	30	10	40
04	Yu, Erica S.	Reading	29	14	43
05	Gonzales, Amanda A.	Reading	47	26	73
06	Robinson, Julia H.	Reading	39	40	79
KG	Dejohn, Lauren E.	Reading	6	9	15
KG	Hicks, Mallory S.	Reading	8	8	16
KG	Ponder, Katherine J.	Reading	3	16	19
KG	Woods, April N.	Reading	2	18	20
Grand Total			268	246	514

Count of StudentID	MetGrowth				
StudentGrade	Teacher	Course	No	Yes	Grand Total
05	Glatz, Steven	Science K-12	37	39	76
06	Norris, Delaney R.	Science K-12	36	44	80
Grand Total			73	83	156

	Total Students	TELPAS Composite Rating			
		Beginning	Intermediate	Advanced	Advanced High
Dejohn, Lauren	6	0%	50%	33.33%	16.67%
Glover, Charquel	9	11.11%	44.44%	44.44%	0%
Gonzales, Amanda	28	10.71%	21.43%	57.14%	10.71%
Hicks, Mallory	2	50%	50%	0%	0%
Hockensmith, Brooke	4	25%	25%	50%	0%
Hogg, Virginia	6	0%	16.67%	66.67%	16.67%
Krejci, Michelle	9	11.11%	77.78%	11.11%	0%
Pearson, Ellen	8	0%	75%	12.50%	12.50%
Ponder, Katherine	2	0%	100%	0%	0%
Raine, Emma	19	5.26%	47.37%	42.11%	5.26%
Robinson, Julia	31	12.90%	25.81%	45.16%	16.13%
Rogers, Sherri	3	66.67%	0%	33.33%	0%
Schisler, Tamera	7	14.29%	42.86%	28.57%	14.29%
Schmidt, Sarah	13	30.77%	30.77%	15.38%	23.08%
Stone, Rachel	5	20%	40%	40%	0%
Woods, April	6	16.67%	83.33%	0%	0%
Yu, Erica	16	6.25%	43.75%	43.75%	6.25%

### Student Achievement Strengths

ADD STAAR DATA

High growth areas in Math:

- Kinder (4 sections)
- First (1 section)
- Second (1 section)
- Fourth (2 sections)
- Sixth (3 sections)

High growth areas in Reading

- Kinder (4 sections)
- First (2 sections)
- Second (3 sections)
- Sixth (3 sections)

High growth areas in Science: all 3 sections

- Fifth (all 3 sections)
- Sixth (all 3 sections)

**Collective Strengths:**

- First graders are coming grade-level ready in Math and Reading
- 3 out of 4 sections in Third are grade-level ready in Reading
- 2 out of 3 sections in Second are grade-level ready in Reading
- Sixth grade - all classes ad all content areas met or exceeded their growth areas
- 

**Problem Statements Identifying Student Achievement Needs**

**Problem Statement 1:** Lack of consistency in planning for and monitoring of instruction by unit and at the rigor and complexity of the TEKS **Root Cause:** Lack of consistency in communicating clear expectations and aligned resources

# School Culture and Climate

## School Culture and Climate Summary

Overall, the climate and culture of Wallace Elementary is "good" according to the 2022-23 survey. Most who completed the survey enjoy coming to work each day. The survey results reveal the school is clean and safe, free from hazards. Wallace has created an environment in which students and adults are given multiple opportunities to collaborate and learn from each other. We are an AVID campus where students are taught to advocate for themselves, to be critical thinkers, and to organize, read and write. Teachers are given opportunities to serve both during and after the instructional day. They participate on committees such as AVID, PBIS, Sunshine, and the Principal Advisory Committee. All staff and students are placed on Wolf Teams and gather points

## School Culture and Climate Strengths

- Most feel collaboration is encouraged. Colleague collaboration helped me.
- 11 out of 19 feel that professional development helped to improve instruction.
- 15 out of 19 feel instruction is helping students get ready for college/career.

## Problem Statements Identifying School Culture and Climate Needs

**Problem Statement 1:** The number of teachers completing the survey is extremely low and not representative of the campus population. 19 out of 89 staff members completed the survey. **Root Cause:** Lack of communication/push around timelines.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

- Wallace Elementary experienced a high turnover rate.
- Wallace will onboard at least 25 new teachers in the 23-24 school year
- Wallace will have a significant number of Early Childhood teachers with the new program
- 

## Staff Quality, Recruitment, and Retention Strengths

Teachers that are involved in committees (AVID site team) are committed to staying at Wallace

Teachers actively participated in PD on campus

High participation in after-hours activities (Multi-cultural night, Kick ball, AVID night)

Staff social events

## Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

**Problem Statement 1:** Retaining highly qualified teachers   **Root Cause:** Teacher shortages

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

- We follow the RISD curriculum (TRS, RISD Curriculum Website)
- We use the district-created summative assessments
- We use AVID WICOR strategies
- 

## Curriculum, Instruction, and Assessment Strengths

- MAP Learning Continuum and Student Profile to drive instruction
- Data Digs after each major assessment
- MAP Protocol following each MAP Assessment
- Long-range planning days with substitutes
- K-1 teachers used mClass data effectively to grow individual students
- 6th grade and a 1st grade team lead grew in content knowledge through backward planning and use of district resources
- Some teachers grew in the area of instructional alignment

## Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

**Problem Statement 1:** Not enough time to long-range plan for units of instruction (TEKS unpacking, assessment unpacking, unit calendar) **Root Cause:** Scheduling and required minutes;

# Technology

## Technology Summary

Wallace is a 1:1 technology campus

Some teachers use technology but not always effectively to increase student achievement

We use Zearn, Google Classroom, Seesaw, IXL.

## Technology Strengths

Technology is widely used on the campus on a daily basis.

Every student has his/her own device.

Each teacher uses Apple Classroom and Digital Interactive Whiteboards.

## Problem Statements Identifying Technology Needs









**Problem Statement 1:** Not effectively using technology to increase student achievement **Root Cause:** Lack of effective training on how to implement blended learning environment



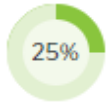





# Priority Problem Statements

# Goals

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 1:** Develop and implement a system to house goals and evidence towards goals and tools for progress measurement.










Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All teachers will develop student learning growth goals in Eduphoria. Goals will be posted outside each classroom door. <b>Strategy's Expected Result/Impact:</b> Increased student achievement <b>Staff Responsible for Monitoring:</b> Administrators, ILT, teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All students PK-6 will participate in data conversations with teachers and parents following each MAP Assessment window (BOY, MOY, EOY) and will track student growth goals in their data binder/folder in Reading and Math and 5th & 6th grade Science. <b>Strategy's Expected Result/Impact:</b> Increased student achievement as measured by campus, district, and state assessments and increased Student Agency <b>Staff Responsible for Monitoring:</b> Administration, ILT, Teachers	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Continuously progress monitor all data points and design interventions/enrichment activities as needed. In PLCs, teachers will monitor the progress of sub-populations (AA, Hispanic, Asian, SpEd, etc.) and develop intervention plans to increase student achievement in all tested areas (grades 3-6 reading and math). <b>Strategy's Expected Result/Impact:</b> Increased STAAR performance for 3rd-grade students in Reading and Math. <b>Staff Responsible for Monitoring:</b> Administration, Teachers, Academic Coaches, Academic Facilitator  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 4 Details	Reviews			
<b>Strategy 4:</b> All interventions will be recorded in Branching Minds. This includes students needing interventions in reading, math, behavior, and speech. The campus will identify students in need of accelerated learning. High-quality instructional materials will be used to meet the needs of the students. Student Success Meetings (RTI) will be used to identify students and MTSS Process which is aligned to Branching Minds will be used to monitor progress. <b>Strategy's Expected Result/Impact:</b> Increased Student Achievement <b>Staff Responsible for Monitoring:</b> Administration, Teachers, Academic Coaches, Counselors  <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Provide equitable access and support for advanced courses. Students identified as GT will demonstrate academic growth of based on BOY and EOY MAP. Targeted attention will be given to this student group as they should show growth on MAP and STAAR as well. <b>Strategy's Expected Result/Impact:</b> Successful completion of Depth & Complexity GT Updates for elementary and secondary teachers (who teach GT/AL courses) for the years 2021-2022 and 2022-2023. <b>Staff Responsible for Monitoring:</b> Executive Director of Advanced Learning Services Director of Advanced Learning Programs and Services	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 2:** Increase the percent of students meeting or exceeding individual growth measures on MAP growth diagnostics from BOY to EOY in Reading, Mathematics, and Science.

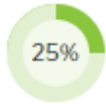

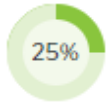

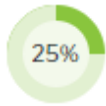





**Evaluation Data Sources:** Achievement Status and Growth Quadrant Report in MAP

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teachers will participate in Data Dig sessions after each MAP administration. Teachers will analyze the data in the sessions, determine strengths/weaknesses, and develop intervention/enrichment plans. <b>Strategy's Expected Result/Impact:</b> Increased Number of Students meeting or exceeding growth targets <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Instructional Coaches,  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students will participate in goal setting for success after the MOY MAP assessment. <b>Strategy's Expected Result/Impact:</b> Increased Number of Students meeting or exceeding growth targets <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Instructional Coaches,  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 3:** The campus will monitor data reports concerning immunization compliance, and student absences in order to monitor communicable diseases. The Campus Emergency Response Team will conduct AED drills each semester.

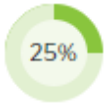





**Evaluation Data Sources:** Attendance Reports, Campus Emergency Drill Logs

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Students' attendance will be monitored using the A2A system. Letters will be generated alerting parents of the excessive absences and the A2A team can track absences in order to monitor communicable disease issues. Parents will also be notified when immunization records are not current. <b>Strategy's Expected Result/Impact:</b> Attendance Rate of 96% or higher. <b>Staff Responsible for Monitoring:</b> Administration, Teachers, Counselors, SDS  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The Campus Emergency Response Team (ERT) will conduct AED drills each semester in an effort to be prepared to respond quickly if a cardiac event should occur on campus. A drill will be conducted in the fall and the AED drill will be conducted in February to coincide with Heart Month. <b>Strategy's Expected Result/Impact:</b> Safe and Secure School <b>Staff Responsible for Monitoring:</b> Administrators, Nurse, Emergency Response Team (ERT)  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> The campus will also form a Campus Threat Assessment Team and participate in training as directed. <b>Strategy's Expected Result/Impact:</b> Campus Safety and Security <b>Staff Responsible for Monitoring:</b> Administrators, Campus Threat Assessment Team.	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth









**Performance Objective 4:** Integrate digital content and tools into instruction in meaningful ways to encourage student use of available resources to enhance learning

**Evaluation Data Sources:** Increased student achievement on assessments

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ongoing training will be provided by the Technology Committee to support teachers with the implementation of iPads as an instructional tool. Faculty, staff, students, and parents will be trained in Internet safety/digital citizenship. <b>Strategy's Expected Result/Impact:</b> Students will be proficient in the use of technology (iPads) which will lead to increased student achievement. <b>Staff Responsible for Monitoring:</b> Staff Responsible for Monitoring, LITE, Technology Committee, Instructional Technology Support  <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				










**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 5:** Implement activities on RISD campuses in order to support students' academic, social, and emotional growth.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Wallace will establish a clearly defined discipline management plan through the use of PBIS and PACKS. Wallace will utilize PACKS as a classroom management system to develop an instructional structure in which students are responsible, motivated, and highly engaged in the specific task at hand. Wallace will utilize a PBIS Committee to target campus needs and create a plan of action. Staff will receive ongoing training that will be provided by the campus PBIS team <b>Strategy's Expected Result/Impact:</b> Students will develop a sense of awareness for others and respect their differences. Teachers will be able to identify students needing additional support and resources <b>Staff Responsible for Monitoring:</b> Administrators, Classroom Teachers, Staff  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Students will participate in such programs as Teen Screen (6th grade) and daily SEL lessons. Students will participate in anti-bullying dating violence (grade level appropriate) and harassment lessons. Bullying incidents will be documented and communicated to parents. The campus will implement state-required bullying prevention requirements consistent with Board policies and procedures. Too Good for Drug Lessons will be taught. <b>Strategy's Expected Result/Impact:</b> Student Safety and Security <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 1:** We will design and implement systems that provide the necessary structure support and tools to ensure that staff and students achieve individual growth

**Performance Objective 6:** Ensure a culture and environment that embraces equity, diversity, and inclusion throughout RISD programs and systems of support

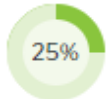





Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Offer training led by our instructional coaches in collaboration with our Special Education, SSS, Refugee services, etc. departments to help staff understand the needs, supports, accommodations, and resources to ensure academic and social behavior (discipline) success for our diverse population. <b>Strategy's Expected Result/Impact:</b> Increased student achievement <b>Staff Responsible for Monitoring:</b> Administrators, instructional coaches, teachers, counselors  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Wallace staff will participate in the Refugee Assimilation training in October 2023. <b>Strategy's Expected Result/Impact:</b> Increased Awareness and Acceptance of all Cultures <b>Staff Responsible for Monitoring:</b> Administrators, Counselors, Refugee Services Department	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

**Performance Objective 1:** Provide competitive compensation, incentives and benefits that attract and retain high-quality and diverse teachers and staff.

**High Priority**







**Evaluation Data Sources:** Employee retention data, benchmark salary data, documented salary and benefits provided to employees

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Teacher-led committees will be established to demonstrate value and build capacity in classroom teachers. <b>Strategy's Expected Result/Impact:</b> Increase job satisfaction and create collective educator adgency <b>Staff Responsible for Monitoring:</b> Administration, ILT	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 2:** RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

**Performance Objective 2:** Develop and execute innovative plan for employee recruitment.

**Evaluation Data Sources:** New hire data

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Wallace will continue to seek out diverse candidates to participate in the interview process, and we will ensure our interview process is equitable and uniform for all candidates. <b>Strategy's Expected Result/Impact:</b> Equitable hiring practices that align with RISD guidelines; a diverse staff <b>Staff Responsible for Monitoring:</b> Admin and Human Resources  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> New teachers will participate in the New Teacher Academies conducted at the campus level. Wallace will ensure all new teachers are assigned a mentor who will meet with the new teacher at least once per week. <b>Strategy's Expected Result/Impact:</b> Increased retention rate of new teachers. <b>Staff Responsible for Monitoring:</b> Admin, Teacher Mentors, Instructional Coaches  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> District walk-through forms will be used to give intentional, specific feedback for district growth. <b>Strategy's Expected Result/Impact:</b> Increased retention of qualified personnel. <b>Staff Responsible for Monitoring:</b> Admin, Instructional coaches, academic facilitator, TRA coach  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Strategic Staffing	Formative			Summative
	Nov	Jan	Mar	June
				



No Progress



Accomplished



Continue/Modify











Discontinue

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 1:** Implement a learning framework that provides all RISD students experiences to develop competencies aligned with the graduate profile.







**Evaluation Data Sources:** Accountability Data, Climate Survey, Board Goal

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Implement district curriculum documents and resources with fidelity to ensure a guaranteed and viable curriculum. <b>Strategy's Expected Result/Impact:</b> All students meet or exceed their growth goals <b>Staff Responsible for Monitoring:</b> Administrators, Academic Coaches, Academic Facilitators, and Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Increase student achievement of all student populations, specifically students with disabilities, through successful implementation of TEKS and Lead4ward in all curricular areas. Teachers will participate in PD that will lead to the successful implementation of TEKS and Lead4ward in all curricular areas to enhance the learning of all student populations, including students with disabilities. <b>Strategy's Expected Result/Impact:</b> Increased student achievement in all student populations <b>Staff Responsible for Monitoring:</b> Administrators, Academic Facilitator, Instructional Coach, Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 2:** Create a professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals.

**Evaluation Data Sources:** Accountability Data, Climate Survey, Board Goal







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Lead professional learning that promotes continuous growth and equips all employees and students with the knowledge and skills they need to reach their individual growth goals. <b>Strategy's Expected Result/Impact:</b> Increased Academic Achievement as employees and students meet or exceed their individual growth goals. <b>Staff Responsible for Monitoring:</b> Administrators, Teachers  <b>TEA Priorities:</b> Build a foundation of reading and math	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 3:** Ensure all students graduate college and career ready as measured by CCMR indicators.

**HB3 Goal**









**Evaluation Data Sources:** Increase students meeting the CCMR indicator from 56% to 70% by 2027(Board Goal)

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Provide career inspiration, exploration, and discovery in Pre-K -6th grades (CTE/CCMR alignment). 6th-grade students will participate in the virtual career day hosted by RISD. Provide career day at the campus level for all students. <b>Strategy's Expected Result/Impact:</b> Students become familiar with careers. <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, and Counselors  <b>TEA Priorities:</b> Connect high school to career and college	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 4:** Ensure iTeam support is provided at the campus level.

**Evaluation Data Sources:** Campus Technology









Strategy 1 Details	Reviews			
<b>Strategy 1:</b> At least 3 days of iTeam support to facilitate learning with technology in support of the Learning Framework will be embedded in the calendar. <b>Strategy's Expected Result/Impact:</b> Effective use of technology in support of the Learning Framework <b>Staff Responsible for Monitoring:</b> Administrators, iTeam Specialist, Campus Technology Assistant  <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The campus will participate in the BrightBytes Survey. Support and professional learning will be provided in the areas of growth indicated in the survey. <b>Strategy's Expected Result/Impact:</b> Effective Technology Use <b>Staff Responsible for Monitoring:</b> Administrators, iTeam Specialist, Campus Technology Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
<div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 5:** Ensure 100% of English Language Learners (ELL) students will make progress towards an advanced level in proficiency in Reading, Writing, Listening and Speaking. ELL students will meet all passing standards for all district and state assessments.

**High Priority**

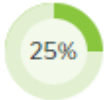





**Evaluation Data Sources:** ELLevation, STAAR, Summit K-12, MAP

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Embed ELLevation strategies into regular classroom instruction to provide content-based language instruction for our EB students. <b>Strategy's Expected Result/Impact:</b> Increased Student Achievement <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Language Acquisition Teacher  <b>TEA Priorities:</b> Build a foundation of reading and math <b>- ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The Language Acquisition Teacher will provide training and support to ensure all ESL and content teachers progress monitor and adjust to meet the needs of students and actively use intervention resources to address student needs. <b>Strategy's Expected Result/Impact:</b> Increased Student Achievement <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Language Acquisition Teacher  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>				

**Goal 3:** We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

**Performance Objective 6:** Provide ongoing support on the Learner Growth Experience (Learner Framework).





**Evaluation Data Sources:** MAP, STAAR, Unit Assessments, Lesson Plans







Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Support and training on the Learner Growth Experience will be provided for teachers on district-wide professional development days and early release days. Teachers will participate in focused PD at the campus and district level.  <b>Strategy's Expected Result/Impact:</b> Increased Student Achievement <b>Staff Responsible for Monitoring:</b> Administrators, Instructional Coach, Academic Facilitator  <b>ESF Levers:</b> Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 4:** We will create opportunities to ensure engagement with community members in RISD.

**Performance Objective 1:** Create reciprocal pathways for families to increase and deepen engagement.







**Evaluation Data Sources:** Family Engagement, Volunteer Engagement including Voly data, Community Engagement including increase in partner outreach efforts and programs.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Wallace will promote evening events to increase parent participation (Meet the Teacher Night, Open House, Parent/Teacher Conferences, Multicultural Night, Literacy Night, and AVID night.) Wallace will work with the PTA to provide after-school activities and events such as the Wallace Auction, Spring Market, etc.  <b>Strategy's Expected Result/Impact:</b> Parents will attend events on campus and leave with tools and strategies to help their children with learning. Funding will be provided for parent education and engagement during our evening events.  <b>Staff Responsible for Monitoring:</b> Administrators, Title 1 Parent Involvement Coordinator, Teachers  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Wallace will utilize digital newsletters (Smore)to provide communication to parents and community members. Blackboard Mass Communication and social media will be used to deliver these newsletters, and paper newsletters provided by grade levels monthly. The school's marquee will be routinely updated to reflect new and current information. The campus website will be maintained by the campus webmaster.  <b>Strategy's Expected Result/Impact:</b> Parents will receive timely communication about events, campus expectations, and topics of focus for instruction.  <b>Staff Responsible for Monitoring:</b> Administrators, Teachers, Campus Webmaster  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				

Strategy 3 Details	Reviews			
<b>Strategy 3:</b> Expand volunteer opportunities for existing partners and create opportunities for community groups and corporations. Wallace will continue partnerships with the Women's League, Exchange Club of Lake Highlands, Lake Highlands Estate, and PTA volunteers.  <b>Strategy's Expected Result/Impact:</b> Increased number of volunteers and support from community partners. <b>Staff Responsible for Monitoring:</b> Administrators  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.







**Performance Objective 1:** Ensure operations are conducted in a financially efficient and effective manner.

Strategy 1 Details		Reviews			
<b>Strategy 1:</b> Collaborate with Facility Services and the Energy and Sustainability Department to optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption. <b>Strategy's Expected Result/Impact:</b> Lower energy consumption <b>Staff Responsible for Monitoring:</b> Principal, Cutsodians, Facility Services, Energy and Sustainability Department		Formative			Summative
		Nov	Jan	Mar	June
					
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>					

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

**Performance Objective 2:** Provide a safe, comfortable, and well-maintained environment at all campuses.







**Evaluation Data Sources:** Expect a positive response rate of 95% or higher from internal and external stakeholders in focus group and/or survey responses

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Work with the building custodians to ensure the building is cleaned daily. We will extend our welcoming and comfortable environment by providing a relaxing and inviting environment in the teachers' lounge and decorating our main hall with Wolf Team colors. The classroom will be safe, warm, clean, organized, and inviting to maximize student focus and growth. <b>Strategy's Expected Result/Impact:</b> Safe, comfortable, and well-maintained environment. <b>Staff Responsible for Monitoring:</b> Principal, Custodians, Executive Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> 0% No Progress</div><div> 100% Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

**Goal 5:** We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

**Performance Objective 3:** Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

**Evaluation Data Sources:** Expect a 95% or better positive response on the district climate survey. Move from Advanced to Exemplary in the area of Technology Support (Environment) on the BrightBytes Survey.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Collaborate with the technology department and campus technology assistant to ensure the infrastructure supports teaching, learning, and operations. <b>Strategy's Expected Result/Impact:</b> Infrastructure that supports teaching, learning, and operations <b>Staff Responsible for Monitoring:</b> Principal, Technology Department, and Campus Technology Assistant	Formative			Summative
	Nov	Jan	Mar	June
				
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				